



KHJ television interview - Before Ray Hunter spoke in Los Angeles at Town Hall, outlining the energy crisis and the need for a statewide energy policy, he was interviewed on KHJ-TV. Newsman Ted Meyers (right) talked to Hunter during the morning time slot on the independent RKO-General station. A story is at the right.

Personnel office develops exam plan for each division

By Don Cully
Personnel Office

The departmental Personnel Office has just completed development of an examination plan for the line classes of each division. The plan was developed in close cooperation with the divisions and with the responsible examining analyst at the Personnel Board.

The competitive base of the examinations, whether open and/or promotional, were determined by an evaluation of the number of anticipated vacancies and the size of potential candidate group.

Trenchermen....



Like it's every man for himself as usual during dinner at the St. Helena fire station. But, like everywhere today, the high cost of food is being felt at the CDF table. A story is on page 5.

Whenever possible the examination base was promotional only. When there was an insufficient number of promotional competitors, an open examination was requested.

Type of examination

The type of examination for particular classes whether employee development appraisal (EDA), written and oral or any combination of the three, was determined by the level of the class involved, the particular knowledge and skills to be tested, the prior examination history of the competitors, and the desire to eliminate repetitive testing.

The turnover rate in a particular class determines how quickly a list is exhausted and thus how often there should be testing. The time required to qualify for promotion (usually one-year in a lower level class) was also given consideration in determining the examining cycle. In most classes, examinations were scheduled annually. Some classes with relatively little turnover were placed on two- or even three-year cycles.

The tables on pages 8 and 9 indicate proposed final filing dates and approximate examination dates — but these are only guidelines. Employees will continue to receive current information regarding pending examinations in the *Communique*. The operative date will be the list date. The State Personnel Board has agreed to meet the requested list date plus or minus two weeks.

Energy crisis

Hunter calls for new state policies

To avoid an impending energy crisis, California should lift the ban on offshore oil drilling, construct new nuclear plants, and develop oil supplies in urban areas, Ray B. Hunter, director of the Department of Conservation, said in remarks prepared for a Town Hall address September 18.

Hunter predicted that in the next 15 years California's demand for energy would double and he urged development of a master energy policy for the state.

Development

The policy, Hunter said, must in part "stimulate development within California of our energy supplies. And we may have to furnish a financial tax incentive to do that."

He said the policy "must demand that we again begin extensive offshore drilling for oil; that we tap that enormous reserve that lies just offshore, those billions of barrels of oil Californians will need not too long from now."

Hunter on energy.....

Excerpts from Ray Hunter's talk at Town Hall in Los Angeles can be found on page 7. They include the specific points Hunter said a state energy policy must contain.

The policy, he added, "must stress continued development of oil supplies within urban areas as well. About 30 per cent of our proven oil reserves are found in urban surroundings, and we can produce this oil without harmful effect upon our aesthetics and our environment.

Nuclear power

"And the development of California energy sources means that we must get on with the construction of nuclear power plants within the state," he said.

He said state residents could change their "style of life and abandon that second car, that air conditioner and the dishwashers and that second TV set for the kids," but that they probably would not and should not.

For Roberta

Harris trust fund created

A trust fund for the higher education of the daughter of the late William Harris has been established. Harris' brother John Harris, a Walnut Creek physician, will serve as trustee.

DMG employee Harris died recently in the collapse of a trench near Palmdale that had been dug across the San Andreas fault. Harris was inspecting the newly dug trench when a six-foot section caved in.

Although freed in about 35 minutes, according to the Los Angeles Times, Harris was pronounced dead upon arrival at the nearby Palmdale General Hospital.

Harris is survived by his wife, Linda and a daughter, Roberta, for whom the trust fund has been established.

Contributions to the fund may be sent to Wesley Bruer, Room 1341, Resources Building, 1416 Ninth Street, Sacramento 95814.

Blaylock is new consultant

Sacramento--M. E. "Buzz" Blaylock, Col. USAF (retired), has joined the Department of Conservation staff as a special consultant to "ramrod" the S-2 airtanker program.

During his 24 years as a pilot in both propeller and jet fighters he has, among other things, survived 327 combat missions, an extended period as commander of three fighter squadrons, and (perhaps the most hazardous of all assignments) a tour of the Pentagon.

From the director.....

There are many similarities in the "wars" waged by the California Division of Forestry and by the United States military. I find it very gratifying that the concepts which the military have developed have found useful counterparts for peacetime applications in forestry's program.

Air and ground troops

In both organizations the ground troops and their mechanized units are tactically deployed by commanders and command posts which exist on the battlefield and at higher headquarters. Both organizations require close air support for the ground troops. In CDF this function is carried out by fighter bomber aircraft equipped to drop fire retardant chemicals. The Airco or Forward Air Controller provides the necessary coordination between air and ground forces. Saturation strikes by heavy bomber-type aircraft on the fire line and over the battlefield form a critical portion of offense and defense in dealing with wildland fires.

One further similarity I see strongly reflected in CDF personnel is a deep-seated pride in the organization and its unequaled effectiveness in the fires suppression war.

Air attack stalled

This research and development has produced continuing increases in performance and capability in all but one major area. Specifically, many of the airtankers supporting a fire boss today are the same aircraft he saw as a young firefighter back in 1960.

The problem of upgrading the airtanker program has been one of "availability." There have been no aircraft around that could economically be considered available for CDF's "new generation" airtanker.

The picture changes

But, now that picture has changed. A Navy aircraft, the S-2, which was earlier identified as a top airtanker candidate by the late Floyd Waklee, CDF Air Operations Officer, is being made available to CDF by the Department of the Navy.

There is no doubt about the S-2 airtanker's improved capability, but it is not going to "magic" fires out. It will get there faster and with more retardant than the TBM and AF aircraft that form the bulk of forestry's present air attack force. And even though it looks something like a small twin engine bomber, it will get down into the nooks and crannies of the Sierras with the best of them. The danger of these low level maneuvers is far lessened by the S-2's second engine.

These words have not been an attempt to inform you on the modes, methods, or options of equipment and tactics available to the Airco and fire boss. Those facts will come to you later, after further analysis and testing. Nor has this been an attempt to sell the S-2 airtanker before the fact -- we think the S-2 will sell itself on the fire line in 1974.

With the acceptance and use of the S-2, the CDF airtanker fleet will have picked-up pace and kept in step with its counterpart on the ground.

Ray B Hunter



The new president - Fire captain Jack Haseley (right) accepts the gavel from Vern Peterson after his election as president of the El Dorado county firemen's association. Haseley is the 13th president of the association. He has appointed CDF employee John McClelland to the association's legislature committee.

Is Smokey relevant?

By Jim Abbott

Amador-El Dorado Ranger Unit

Sutter Hill--Recently an experiment designed to determine the relevance of the Smokey Bear symbol in fire prevention was conducted at the Sutter Hill Forest Fire Station on Highway 49.

Though the highway is heavily traveled by weekend campers, seldom would any motorist stop to visit the station.

The large redwood station identification sign had been recently refinished by station personnel. The sign is easily visible to oncoming motorists, but it demonstrated no significant difference in attempts to attract and influence the motorist to stop.

Solve the problem

The Sutter Hill station personnel had possession of a Smokey Bear costume. One of the seasonal firefighters agreed to wear the costume, stand in front of the station, next to the highway with a shovel and fire prevention material, and wave in a friendly gesture to passing motorists.

Immediately, motorists were attracted by the friendly waving firefighter in the Smokey Bear costume. The motorists recognized Smokey as a symbol of forest fire prevention and many waved and yelled "hello". Some drove their automobiles onto the station grounds for a talk with the friendly bear. Several people posed and recorded their actions with Smokey on movie and still-camera film.

Smokey passed out fire prevention pictures, buttons, color sheets, and bumper stickers. One Smokey fan exclaimed: "and for all these years, I thought forestry was kidding about having a fire prevention bear."

Some answers

The introduction of Smokey Bear to the Sutter Hill fire station visitors was a simplified model from which positive attitudes toward fire prevention can be established during any special holiday or weekend fire hazard period.

The scope of the experiment did provide some answers. First, the weekend traveling motorist did recognize Smokey as the symbol of forest fire prevention; second, the firefighter in the Smokey Bear costume did have a considerable impact toward attracting and encouraging passing motorists to stop at a designated area to participate in fire prevention programs; and third, the costume was an effective fire prevention mass communication tool.

Placerville tanker base in operation since 1958

By Richard Ford

South Sierra Headquarters

Placerville--This city has been an integral part of the CDF air fire fighting program since the first pioneering steps were taken in 1958.

This back-up, refill facility, one of seven statewide, shortens reloading flight time in the central Mother Lode region for air tankers based at 13 primary air attack bases in California. The Placerville base is operated independently by CDF and is in alert readiness annually from June 1 through the summer fire season.

Frustrations

Ranger Ed Berger recalls the frustrations and trying times of early operations. "Mixing the chemical fire-retardant powder with the proper amount of water concentration still requires exacting handling, but it was downright exasperating in early days."

"Mixing equipment wore out about every two weeks from the corrosive and abrasive qualities of the chemicals we used. Every few minutes the dry borate would form lumps and clog the pipes, causing water to back into the chemical hopper. It would take several minutes to clean up the mess and then we'd go through the cycle all over again. I think we spent more time cleaning than we did mixing."

The actual mixing operation has changed little until this year, except for a switch to a less abrasive powder in the 1960's. While improved mixing equipment reduced system

breakdowns and eliminated a 15-minute stirring cycle in a cement mixer to "shear" the powder, the task continued to be dusty, time-consuming, and personally irritating for the 7-8 man mixing crew until just last month.

Half the crew

A new semi-automated mixing system now speeds the job, using half the crew. The new technique, developed by the Monsanto Chemical Company, proved itself under fire conditions during the recent Pilliken Fire.

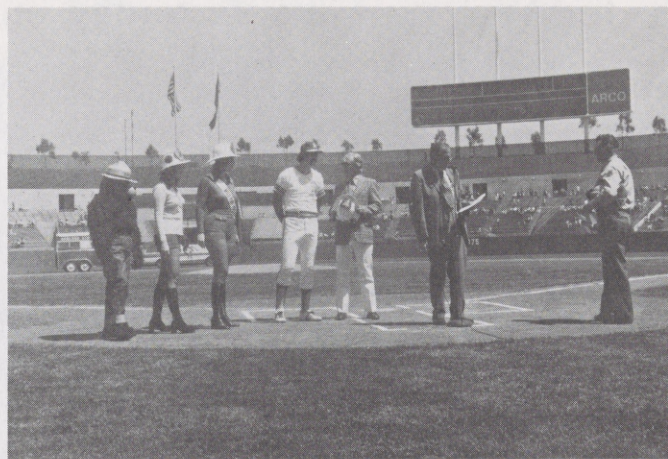
Berger is enthusiastic about the results. "We were able to load up to 53,000 gallons of mix daily and we handled six air tankers with no problems or delays."

The new system provides a one-ton palletized bag with built-in sifting and metered mixing into a 2-1/2-inch water line which refills the air-base storage tank. The unit mixes 200 gallons of retardant a minute automatically. The mixing crew does no actual mixing, but simply changes bins and monitors the mixed retardant to insure proper consistency.

Light weight base

Technically, the Phos-Bin container is a sealed, throw-away plastic bag supported on a light-weight pallet base. The unit is moved by fork lift and, when ready for use, two inlets built into the base are connected to an air blower hose and to a water supply line which draws the

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This year's fireman - Joe DeLucchi says a few words at the Oakland Coliseum during the presentation to Rollie Fingers of the 1973 "Fireman of the Year" award. Al Roxburgh, assistant director of the department, chats with Fingers while Ross Dunwoody of the Santa Clara Ranger Unit looks on. Next to Smokey (from left to right) are Miss Fire Control, Bonnie Miller, and Miss Fire Prevention, Karen Josselyn.



YOUR STATE JOB

NEWS AND VIEWS FROM THE EXECUTIVE BRANCH

Open letter

Dear State Employees:

Many of you have written to me about the Cost of Living Council's denial of the full amount of the state salary increases. It is a subject about which you and I share a deep concern, so I am using this means of telling you what we have done and what we plan to do.

First, however, let me say that I am deeply disappointed that the council has denied the state's overall request for the budgeted salary increases in the current fiscal year. The raises, which I requested and the legislature approved, are fully justified and are necessary to correct continuing inequities in our salary structure.

As the first step in the appeal process, Attorney General Evelle J. Younger has sent a formal request for review to the Cost of Living Council.

He states in it that our "major and primary objection to the Decision and Order of August 29, 1973, is that it contains no basis or reasons for the denial of the salary increases challenged by the Cost of Living Council." A detailed list of legal objections to the decision and order are included in the lengthy document which concludes:

"Had California State employees received the pay raise for Fiscal Year 1971-72, there would be no need for this

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United we stand

Thanks to you, it's working - the United Way.

This month, October, is the official start of the United Way Campaign in all state offices.

People helping people is what it's all about. And California's state employees have a record to be proud of when it comes to helping their fellow citizens. Our individual and collective differences are easily set aside when we join hands to solve community problems in our own home towns.

Join the people-helpers' group. Your "fair-share" -- one hour's pay per month goes a long way in helping those who otherwise would flounder and fail in a family or other emergency.

When you are asked to pledge, give what you can. This is the United Way. And, thanks to you, it's working.

Deferred compensation is coming

A bill signed into law last year by Governor Reagan will be implemented soon to help state employees plan their financial future. AB 2186 of 1972 authorized the establishment of a Deferred Compensation Plan to provide those of you who choose to use it with extra income on

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Fort Bragg presentation--Ray B. Hunter, director of the Department of Conservation, presents a plaque to Everett E. Horn, who retired as president of the Conservation Council. Hunter made the presentation at the August meeting of the State Board of Forestry in Fort Bragg.

United Way campaign on

The 1973 Department of Conservation's United Way Campaign will begin October 4 in Yolo, Placer, and Sacramento counties.

"This year's goal for the Sacramento area is \$3,100,000," said state chairman Frank Horner, a group manager for Sears. It's the most ambitious goal in the history of the 22 year old fund raising organization."

The three-county department goal is \$4,300, the amount collected last year. Each employee will be asked to give his fair share which ranges from \$24 a year for an income of \$5,000 to \$288 for an income of \$20,000 a year."

Assisting in the campaign will be Tom Wootton of DMG, Fred Kasline of DOG, Ray Higgins of CDF, John Kozusko of Management Services and Bill Welty of the Public Affairs Office. In addition, each division will have one solicitor for each 15 employees working in the three counties.

Open letter. . .

From page 3

proceeding since the salary pattern from July 1, 1970 through June 30, 1974, would comply with the goals of the Economic Stabilization Program. It is inequitable and unfair to make them suffer twice for circumstances over which they have no control.

"It is respectfully requested the Order and Decision of August 29, 1973, be rescinded and a proposed salary increase of 11.5 per cent be approved."

This request is in keeping with my determination that we vigorously pursue and explore every legal and administrative avenue open to us for achieving the full range of pay increases.

Meanwhile, the State Personnel Board has allocated the average 7 percent increases authorized by the Cost of Living Council. These raises, retroactive to July 1, 1973, will be reflected in the salary warrants you will be receiving with or at about the same time you read this edition of Your State Job.

That portion of the salary increase money denied by the council will be held in reserve until a definite conclusion is reached on this issue.

Sincerely,
Ronald Reagan
Governor

It's yesterday once more....



Back in 1940--A group of CDF personnel pose with a group of new 1940 fire engines at the Davis shops. If you're an old timer, you'll recognize, left to right, Ray Sims, Earl Barron, Merritt Pratt, Ray Greve, Luther Gorden, and Fred Dodson.

Program explained

Forestry's medical retention standards

By Walter Bolster

It's not new that the Division of Forestry has embarked upon a Medical Retention Standards Program which has created a feeling of insecurity for many of us. Most of us feel a need to know more about how it works and management's method of program administration.

A good question to begin with might be, "What is the Medical Retention Standards Program?" This is a question which is difficult to answer in brief written form; anyway, here goes.

It begins with a physical examination arranged for and paid for by the Division. Generally, there are three possible results of this medical examination: 1. You are completely physically fit and able to carry out the full scope of your duties, Hurrah! 2. You have a correctable medical problem. 3. You have an uncorrectable medical problem.

What happens?

Next, you, the employee directly affected, asks, "What happens to me if a medical problem is detected?" The answer to this question involves many variables and alternatives but will be answered ultimately and definitively by you and your supervisor working together with the best obtainable medical advice. The goal of the program is to insure to the best of everyone's ability that you, a CDF employee, are physically fit to carry out your arduous duties without endangering yourself,

the public, or our fellow employees. Catching the problem early and correcting it, if possible, keeps you on the job and makes less attractive alternatives unnecessary. Thus, early detection and correction of medical problems are a top priority.

Now you ask and rightly so, "What if my problem is not correctable to minimum standards?" Here again, the answer involves many variables and alternatives.

Medical conclusion

But generally, the Division's Staff Doctor, in consultation with the examining physician, and your personal doctor, should you wish, will come to a medical conclusion about your physical condition. If further comprehensive examination is indicated, it may be ordered. All of this at no cost to you except for personal examinations you may elect to take with a doctor of your choice.

There are several alternatives available depending on the nature of your medical problem. One probable early decision for your own welfare will be removal from the fire mission rolls to a temporary limited duty assignment while a permanent solution is sought. Permanent alternative solutions include: A rehabilitation program to train you for less demanding work, reassignment to a job within state service where you qualify and meet medical standards, per-

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Placerville base. . .

From page 3

powder into the stream in a metered flow. The entire bag is emptied in under nine minutes, making 1800 gallons of air fire fighting mix.

Two air tankers can be reloaded simultaneously at special concrete surfaced refill sites on an adjacent taxiway bypass. Twin 2-1/2-inch retardant lines flow a maximum of 1000 gallons a minute into each tanker from a 25,000 gallon supply tank.

Major improvement

The first major improvement in fire-retardant chemicals occurred in the 1960's with the conversion from borate to diammonium phosphate (DAP). In addition to reducing the abrasive wear on equipment, the change also exchanged a soil sterilant for a fertilizer. Hillsides hit by heavy concentrations of the borate solution were left temporarily barren. On the other hand, DAP is rich in phosphates, natural organic sea fertilizers and actually hastens protective new crop growth.

Until the new system was put into use, retardant mixing was a hand operation. A crew of masked workmen hand-carried 57-pound bags from a pallet load to an open-top mixing hopper where two-man teams opened the bags and emptied the contents into a hopper. A stream of water flowing through a trough at the bottom sluiced away the powder at a rate varying with the speed of the water. The job was exhausting and was a messy, powder-clouded, choking and eye-irritating chore.

Red-dye stains

Mixing team members were readily recognizable from red dye staining their exposed face, hands and clothing. Mixers wore breathing masks and often added goggles and protective neckerchiefs. Spilled powder also created a constant slipping hazard.

Kennedy, Welday will participate

San Diego--Arrangements for a sub-bottom acoustic profile survey of San Diego Bay have been completed by the staff of the Division of Mines and Geology. Michael Kennedy and Edward Welday are DMG participants. They will be joined by personnel from the U.S. Geological Survey, and the Scripps Institute of Oceanography.

The steaks are high

CDF food costs are up, just like everything else

By William Welty

St. Helena--Dan Sweigert grabbed a hot-pad holder, opened the oven door, and released the fragrance of his shake-and-bake chicken.

He placed the chicken on a dish and walked with pride into the dining hall where the seven hungry firefighters at the St. Helena fire station sat waiting. "It's delicious," said Ed Stadelhofer, "but, I wonder what it costs."

Each man

CDF's policy states that each man should not have to pay more than 76 cents for each meal. Now - and Sweigert's chicken dinner is included - the meals run closer to 85 cents per man. The problem, of course, is the higher cost of food which has upset even the most austere of budgets.

Sweigert said that many units are reducing the amount of meat in their meals and increasing their consumption of less expensive vegetables and carbohydrates.

"We don't even have bacon for breakfast anymore," he said. "Last year it cost us about 50 percent less than we're paying now. Who can afford it?"

Dieticians and cooks

Some have suggested that CDF employ a dietician to organize menus, keep the costs down, while at the same time insuring proper nutrition.

"The difficulty of resolving the dietary problem in this manner," says Assistant Deputy State Forester Geoffrey Snow, "is that planned menus require trained personnel to cook them instead of the firemen cooking for themselves. We just can't afford hiring cooks for each unit."

"No one is going hungry, however," said Don Martinelli, of the Lake-Napa Ranger Unit as he sampled Sweigert's macaroni salad. "Everyone still eats well, though we're not able to enjoy such things as ice cream and cake. Perhaps it's time we revise our meal policy."

Emergency fund 090

Although fire stations must follow strict food budgets when not fighting a fire, the diet changes rapidly from chicken to top sirloin as soon as a major fire breaks out.

After CDF determines that fighting a fire will require more than just a few hours, food costs are supported by emergency fund 090, a special budget established to feed those who fight wildland fires.

"We didn't experience any meat shortages during the first fire which flared up during September," says Gary Harlow, administrative officer for the St. Helena Ranger Unit. "But we did have to shop at more than one store and pay higher prices."

Firefighter Sweigert, who not only had to prepare the meal, but also wash the dishes, says that much of what he served was originally prepared by the station's cook. "We're not cooks. But having a cook come in at least three times a week to prepare things that we can eat all week long really helps."

Three added

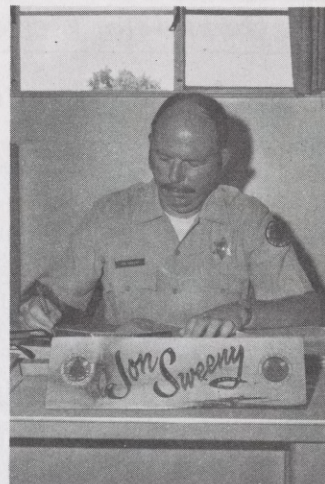
New staff at academy

Ione--Donald Eichman, Lawrence Lathrop, and Richard Tiller have joined the instructional staff of the Fire Academy here.

Eichman, from the Santa Clara Ranger Unit, will instruct courses in fire physics, wildland fire behavior, and wildland fire control. He has 10 years service with the CDF and replaces James McFadden, who was appointed director of training at the Academy.

Lathrop has 12 years service with the Santa Clara, Siskiyou, San Mateo, Riverside, and Lake-Napa Ranger Units. He will teach courses in dispatch and the use of radio. Lathrop, who has an associate of arts degree from Lassen Junior College, replaces Clarence Shay.

Dick Tiller, from the Orange Ranger Unit, has 12 years CDF experience and will be instructing courses in hydraulics, pumps, ladders, and code-3 driving.



New chief - Terminating a 19-year career with CDF, Jon Sweeny has become the first paid fire chief in Mammoth Lakes. Sweeny served for 4 1/2 years as battalion chief for the Fresno Metropolitan and Mid-Valley Fire Protection districts.

38 years total

Clark retires: 25 CDF years

Bishop--John Clark, director of the Inyo Ecology Center, has retired after 38 years forestry service.

Clark joined CDF in 1947 as an assistant state forest ranger in the Fresno Ranger Unit. Earlier, he had served with the Civilian Conservation Corps and with Los Angeles county and the United States Forest Service.

One of the first Ecology Center directors to be appointed in the state, Clark also served in the Tulare Ranger Unit and at the Miramonte Conservation Camp in Fresno county.

In 1956, he was appointed superintendent of the Mount Bullion Conservation Camp in Mariposa county, a position he held for six years until he was named head of the Mono-Inyo Conservation Camp. In 1971 the camp was converted to an ecology center and Clark became its first director.

Lindsay now a land surveyor

Sacramento--Julian Lindsay, instrumentman for the CDF headquarters survey crew since 1956, has completed the requirements of the Board of Registration for Professional Engineers for the practice of land surveying in California. He was issued certificate 4164 August 8.

"Ol' Smokey & My Dad"

Eleven-year-old Lee Sherman, III, recently composed the following poem and dedicated it to his father, Lee Sherman, of the San Benito-Monterey Ranger Unit.

Ol' Smokey Bear is a friend of mine.

I think about him everytime

I smell the smoke and see the flame.

I think it's such a rotten shame
that people don't take better care of the beauty
and wonder they have out there.

My Dad helps Smokey all year through
by taking care of the wilderness for you.

"Guess your Dad has a fire,"

I hear my Mom say.

'Wonder how long he'll be away?
Might be a week or just a day,
but he wouldn't have it any other way.
He risks his life many a time,
while working on the fire line,

Those beautiful trees, how tall they stood,
now lay on the ground just smoldering wood,
So please be careful with fire out there,
and lend a hand to Smokey the Bear.

Greyhound to Western

Checks delivered many ways

By Jeanne Rodgers
Management Services

For most of us, the highlight of the month is the arrival of our pay checks and we depend upon prompt delivery of those checks to keep our personal financial affairs in order. Usually we never have to worry, but recently for some employees in the field payday has been a big disappointment.

Fred Schoener, Service and Supply Officer, stated in a recent interview that the Service and Supply Office has, in the past, relied upon first-class mail in sending pay checks to the San Francisco and Los Angeles offices of the Division of Mines and Geology, but has recently changed to Greyhound because of repeatedly late delivery by the postal service.

Hand carry

"In one case," Fred recalled, "we had to hand-carry revolving fund checks to San Francisco, so the next month we changed to Greyhound". The Greyhound system seems to be working very well.

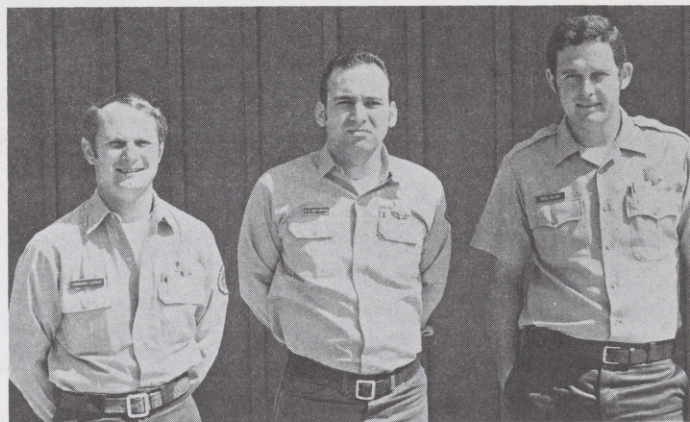
Various methods are used in getting checks to forestry's district offices, derived from experience as to what seems to be the most efficient and reliable for each area. District I and District II pick up their checks from Sacramento headquarters, District IV and the mapping office receive theirs by Greyhound. For District V, first-class, special-delivery mail is used. For District VI, Western Airlines air freight seems to be the best solution.

First-class mail

First-class mail has been used exclusively for all districts of the Division of Oil and Gas. However, the August checks for the Bakersfield office were sent by Greyhound and this seems to be a satisfactory arrangement for the time being.

Hourly employee, trade-rate, overtime, or corrected warrants are sent by first-class mail as soon as they are received by Sacramento headquarters from the Controller's office.

If you have any questions regarding check delivery, or if you have any suggestions as to how it could be improved, call Fred Schoener, at 5-7170.



Fire academy staff--New members of the instructional staff at the Fire Academy in lone include (left to right) Donald Eichman, Lawrence Lathrop, and Richard Tiller. Their instructional responsibilities will include courses in fire physics, wildland fire behavior, radio dispatching, and hydraulics.

DMG reviews hospital sites

Sacramento--Geologic and seismologic reviews of hospital sites in California were made at an average rate of about one a day during August, according to Wesley Bruer, chief of the Division of Mines and Geology.

Participating in the reviews were Roger Greensfelder, Perry Amimoto, Charles Bishop, and Richard Hill. The effort is coordinated by James Slosson.

The work is being performed under an interim agreement with the Office of Architecture and Construction.

Retention standards....

From page 4

manent limited duty assignment in another class within the Division, service retirement, industrial disability retirement, ordinary disability retirement.

Full cooperation

In all cases, you will have full cooperation of the Division in working out the best solution for you and your family. You will be kept fully informed and will participate in the discussions (your family, too if they wish). You, the employee, must fully understand the operations and the resultant decisions.

Now, you say, "What, no problem? You make it sound so easy." It is not easy; it is a complicated procedure and there are many new problems coming up each day as well as some that surfaced some time ago and are just now reaching a point of resolution. In any event, let us assure you that management is fully aware that you have a personal stake in the program and each medical problem is unique in itself. However, each problem, encountered will be dealt with individually so we can arrive at the best solution possible for you, the employee.

One final question you may wish to ask, "Why a Medical Retention Standards Program at all?" The CDF Medical Retention Standards Program is tied to our Retirement Benefit Program and each employee, from fireman to State Forester, must meet established medical standards to remain qualified for the "fire mission". Our safety retirement system benefit is provided on the assumption that members will be made up of a healthy and viable work force to protect the public. Thus, a Medical Retention Standards Program.

Kerney ends aerial study

El Cajon--A fire prevention aide in the San Diego Ranger Unit, Michael Kerney, has completed the unit's first aerial powerline inspection.

Kerney, an engineering student at San Diego State University, was charged with inspecting all powerlines in San Diego County this summer. An aerial inspection program was begun on a trial basis with a single engine two-place aircraft.

Kerney says he inspected 650 miles of powerlines in one week, flying at altitudes of 75 to 150 feet. Violations were reported to the San Diego Gas and Electric Company.

Kerney's report and recommendations are being studied at Southern California District in Riverside. Currently, he is working on a program that will use helicopters and fixed-wing aircraft in inspections later this fall and early next spring.



Smokey Bear re-ups - Some 240 tired and dirty soldiers from the 14th Engineer Battalion were greeted recently by Smokey Bear when they returned to Fort Ord after helping fight a fire in the Sierras near Yosemite. A few days later, other members of the unit fought a fire near Monterey.

U.S. Army photo

Hunter on energy....

The following excerpts are from the address delivered by Ray Hunter at Town Hall, September 16, entitled "The Total Energy Supply and Demand in California".

I think we all can agree that California does face a crisis in energy - that we have reached that critical moment when difficult decisions must be made. But I am not saying that a physical shortage of energy exists. And I wish to make that distinction clear and loud. What we are short of in California is energy that is both inexpensive and environmentally acceptable.

If our predictions are accurate, if the projected trends do hold, California must soon import eight times as much oil as we do now, will have to build a nuclear generating capacity 35 times as great as we now have, and, on top of all this, we will have to construct the refineries, the ports, and the distribution systems that will be required to make this energy available to the people of California.

We must stimulate domestic, California development of energy supplies. We must reduce our reliance upon the importation of foreign oil whether we move it from South America or Saudi Arabia.

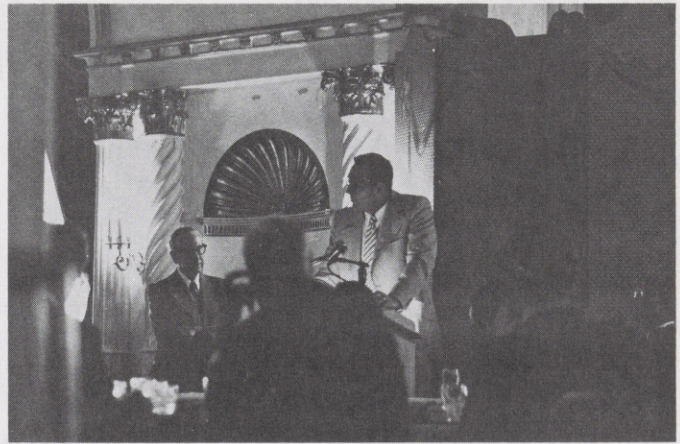
Our California energy policy must demand that we again begin extensive offshore drilling for oil; that we tap that enormous reserve that lies just offshore, those billions of barrels of oil Californians will need not too long from now.

I would interject here, as an aside, that there have been no oil spills from wells that are supervised by the state, by the Department of Conservation, the department I head. We do a good job and we will continue to do just that.

And in our new policy, we must stress continued development of oil supplies within urban areas as well. About 30 percent of our proven oil reserves are found in urban surroundings, and we can produce this oil without harmful effect upon our aesthetics and our environment.



Energy on cassettes - The Town Hall is preparing a series of educational sound cassettes for its members. Here Ray Hunter is interviewed about the energy crisis by Rolland Headlee, executive director of the Los Angeles forum.



The Q and A period - After his address to members of the Town Hall in Los Angeles, Ray Hunter answered questions for an additional 30 minutes. At Hunter's left is Rolland Headlee, executive director of Town Hall.

The latest figures we have - for 1970 - show that California consumed oil at an average rate of 1.3 million barrels a day, while we produced within the state less than one million barrels each day. And the experts in my department tell me that by 1985 our consumption will approach 3 million barrels of oil daily while our production will drop to somewhere around a half-a-million barrels.

California must also have an energy policy that stresses the use of renewable sources of energy. That means, for example, that we must emphasize the use of the breeder reactor which makes its own fuel, and the use of hydroelectricity since the winter rains will renew our source of power each year.

We must also accept a fact of our energy life that environmental controls must be made more flexible, at least temporarily. But at the same time, we must more rigidly enforce those more flexible rules.

That means that when a deadline is set, or a standard is established, both are irrevocable. Industry must be put on notice that there can be no more delay once new deadlines or standards are established.

At the same time, we must vigorously resist efforts to put the state and Federal government into the electricity business - the panacea offered by some for all of our energy ills.

We must provide financial incentives for efficiency because what energy we do have is now used most inefficiently in California. It is mandatory that we improve the performance of all our methods of converting resources to energy, whether they be from falling water to electricity, steam to electricity, or just gasoline to motion.

The symbol of industrial progress can no longer be the smokestack that pours tons of pollutants into the atmosphere - not only is it polluting but it probably also is representative of the wasteful use of energy. Nor can our progress be marked by the river that runs only thickly to the sea.

A technology of ever-increasing sophistication can, I believe, insure against pollution and at the same time provide the efficient extraction of energy we need. A thinking Legislature must provide the financial motivation for California industry.

Personnel transactions

DIVISION OF FORESTRY Central Coast District

Transfers--FAE J. N. Perdue from Dist II, to FC at San Benito-Monterey RU; Sr. Clerk G. E. Robinson to State Forester's Office.

Promotions--FGT F. D. Imhoff to JF at Santa Clara RU; FFT B. G. Werder to JF at San Benito-Monterey RU; FAE W. L. Albrecht from Dist IV, to FC at San Mateo-Santa Cruz RU.

Appointments--B. J. Baldwin to Steno II (1/2 time) at San Luis Obispo RU.

Separations--FAE M. J. Navratil from San Mateo-Santa Cruz RU; Steno II S. E. Garcia from San Benito-Monterey RU.

Sacramento Headquarters

Promotions--For II Franklin F. Frank to SFR III, within the Executive Section.

25-Year Awards--SFR III Cyrillis W. Holmes, Jr.

Southern California District

Transfers--FC G. L. Fronek, Jr., to San Bernardino; FAE T. D. Pena to n.

Promotions--FC Richard D. Tiller to SFR I, Fire Academy; FAE J. M. Hantke to FC, San Diego; FAE J. G. Hause to FC, Orange; FAE J. W. McFadden to FC, Orange; FAE D. M. Feely to FC, Riverside; FAE R. P. Moor to FC, Riverside; FAE R. L.

Samuelson to FC, Riverside; FAE R. F. Kelveno to FC, Riverside; Fmn B. A. Syrett to FAE, Riverside; FCA R. C. Hamilton to Fmn, Orange; FC William R. Downing to SFR I, Palo Seco EC.

Appointments--D. J. Farrell to Fmn, Orange; D. K. Schwander to Fmn, Orange; P. L. DeClerck to Fmn, San Bernardino; D. J. Angel to HFEO, TAU, Puerta La Cruz; B. J. Rienks to HFEO, TAU, Pilot Rock; L. M. Linker to HFEO, Riverside; J. A. Loop to FCF, Prado.

Separations--FAE H. P. Henderson of Orange; FAE R. M. Rodriguez of Riverside.

Retirements--FCF P. F. Rudicel.

25-Year Awards--FC Jack W. Monk; FCF Charles R. Whisnand.

South Sierra District

Promotions--John D. Upton to FCF, LT, Calaveras EC; Donald F. Haldeman, Larry M. Bidwell, Donald R. Windell, to FC, Tuolumne-Calaveras RU; Gordon L. Wilkinson and Robert N. Werner, Jr., to FAE, Fresno RU; Richard F. Kammerer to JF, Calaveras EC.

Appointments--Everett E. Graves, Jr., David E. Crooks, Alvin L. Leite, Steven K. Fennell, to FAE, Fresno RU; Steven K. Barrett, Allen E. Ward, and Gary L. Marshall to FAE, Tulare RU; David W. Peebles to FAE, LT, Tuolumne-Calaveras RU; Ray J. Skochko, Kenneth R. Ball, Jeffrey B. Bishop, Michael A. Fraley and Bobby E. Russell, to Fmn, CDF, Fresno RU; Robert D. Coolidge, FAE, LT, to Madera-Mariposa RU.

25-Year Awards--FCF James M. Goff; FC Wayne E. Gilstrap.

Continued on page 9

Examination Plan - Division of Forestry

Class	Proposed File Date	Approximate Exam Date	List Date	Exam Base	Exam Scope	Frequency
Fire Apparatus Engineer	10/73	11/73	12/5/73	Prom (Dist)	Written - 100%	Annual
Heavy Fire Equipment Operator	10/73	11/73	3/74	Open/ Prom	Written - 50% Perf - 50%	Annual
State Forest Ranger I	10/73	11/73	3/74	Prom	Written - 60% Oral - 40%	2 yr.
Fire Control Aid	11/73		12/73	Open (Dist)	Oral - 100%	Annual
Fire Captain	11/73	1/74	3/21/74	Prom (Dist)	Written - 60% Oral - 40%	Annual
Fire Crew Foreman	11/73	12/73	3/74	Open/ Prom (Dist)	Written - P/F Oral - 100%	2 yr.
Asst. Deputy State Forester	12/73		3/74	Prom	EDA - 100%	3 yr.
Forestry Graduate Trainee	1/74	3/74	4/74	Open	Oral - 100%	Annual
Junior Forester	3/74		6/74	Prom	EDA - 100%	Annual
Fire Prevention Officer II (new)	8/74	10/74	12/23/74	Prom	Written - P/F EDA - 100%	2 yr.
Fire Apparatus Engineer	9/74	10/74	12/6/74	Prom (Dist)	Written - 100%	Annual
Fire Control Aid	10/74		12/74	Open (Dist)	Oral - 100%	Annual
Forester III	10/74		2/7/75	Prom	EDA - 100%	2 yr.
Forester I	10/74	11/74	3/75	Open/ Prom	Written - 60% Oral - 40%	2 yr.
Forester II	10/74	11/74	3/75	Prom	Written - P/F Oral or EDA - 100%	2 yr.
Heavy Fire Equipment Operator	10/74	11/74	3/75	Open/ Prom	Written - 50% Perf - 50%	Annual
State Forest Ranger II	10/74	11/74	3/75	Prom	Written/ Pass-Fail EDA - 100%	2 yr.
Fire Captain	11/74	1/75	3/22/75	Prom (Dist)	Written - 60% Oral - 40%	Annual
State Forest Ranger IV	12/74		3/75	Prom	EDA - 100%	2 yr.
State Forest Ranger III	12/74		3/75	Prom	EDA - 100%	2 yr.

1. Oral or EDA depending upon examination base.

North Coast District

Promotions--Raymond L. Hebrard to JF, DO; Charles W. Chrysler to FC, LT, Sonoma RU; FC Lawrence E. Lathrop, Jr., to SFR I, Fire Academy; FC William H. Weston to SFR I, San Benito-Monterey RU.

Separations--FAE Bruce A. Wristen, Lake-Napa RU.

Leaves of Absence--FC Leonard D. Gwinn, Lake-Napa RU, (educational); FC Thomas Ricker, Humboldt-Del Norte RU, (educational).

Sierra Cascade District

Transfers--FC George V. Cassel to Butte RU; FC Ronald D. Brillhart to Butte RU.

Promotions--FGT Gary F. Ross to JF, Shasta-Trinity RU; FC Jack E. White to SFR I, within the Shasta-Trinity RU.

Appointments--Kent W. Textor to FCF, Intermountain CC; Michael Whalen to FAE, LT, Tehama-Glenn RU; FC David R. Bradshaw to FFT, DO; John Wright III to FAE, LT, Lassen-Modoc RU.

EXAMINATION CALENDAR

Class	Final Filing Date	Exam Date
Division of Forestry		
Forestry Cook II (District II)	10/9/73	To be arranged
Fire Control Aid	11/9/73	To be arranged

Division of Oil and Gas

No examinations

Division of Mines and Geology

Associate Seismologist Continuous Testing

Executive and Management Services

No examinations

No other examinations have been scheduled with a final filing date of October 1, 1973 or later. Please do not submit applications for the examinations listed above until the examination bulletin has been released.

Merit awards go to three CDF employees

Sacramento--Three CDF employees recently received awards from the state Merit Award Board. They were:

Edward Schuckert - Nevada City: Suggested that the use of the small executive envelope be discontinued and that "regular" No. 10 envelopes be used exclusively throughout the department.

John Dodge - Davis: Suggested that a standard procedure be established for discarding obsolete topographical maps.

Andrew Burke - San Bernardino: Submitted a design for a plastic holder for gloves that is fastened to a "workman's belt."

Schuckert received an award of \$20. Dodge and Burke received "certificates of commendation" since the amount of the savings realized by their suggestions could not be computed.

Examination Plan - Division of Oil and Gas

Class	Proposed File Date	Approximate Exam Date	List Date	Exam Base	Exam Scope	Frequency
Senior Oil and Gas Engineer	8/24/73		11/73	Prom	EDA - 100%	As needed
Associate Oil & Gas Engineer	8/24/73	9/15/73	11/73	Prom	Written - 60% ¹ Oral - 40%	Biennial
Assistant Oil & Gas Engineer	11/--/73	1/--/74	4/74	Open/ Prom	Written - P/F ³ Oral - 100%	Annual
Junior Oil & Gas Engineer	12/--/73	2/--/74	5/74	Open	Written - P/F ² Oral - 100%	Annual
Assistant Oil & Gas Engineer	11/--/74	1/--/75	4/75	Prom	Written - P/F ³ EDA - 100%	Annual

1. Subject matter test
2. Aptitude test
3. Waived for candidate who has passed aptitude test.

Examination Plan - Division of Mines and Geology

Class	Proposed File Date	Approximate Exam Date	List Date	Exam Base	Exam Scope	Frequency
Associate Geologist,	8/31/73	9/22/73	12/73	Prom	Written - 50% ¹ EDA - 50%	Annual
Associate Seismologist	Continuous			Open	Oral - 100%	--
Junior Geologist	12/--/73	2/--/74	5/74	Open	Written - P/F ² Oral - 100%	Annual
Assistant Geologist	3/--/74	5/--/74	8/74	Prom	Written - P/F ³ EDA - 100%	Annual
Geological Aid	4/--/74	6/--/74	9/74	Open	Written - 100%	Annual
Associate Geologist	8/--/74	9/--/74	12/74	Prom	Written - 50% ¹ EDA - 50%	Annual

1. Subject matter test
2. Aptitude test
3. Waived for candidate who has passed aptitude test

Ask the Governor



Dear Governor:

How do you propose to eventually have a fully paid Health Benefits plan for employees when the basic rates continue to rise as each \$2 contribution goes into effect?

I understand that AB 41 only increased the State's contribution to the Health Benefits plan to \$16. We are at that point now!

Betty Jo Cook
Department of General Services
Sacramento

Dear Miss Cook:

Thank you for your recent letter raising the question of the costs of health insurance for state employees.

The State Personnel Board presently has under consideration a report from the consulting firm of Cresap, McCormick and Paget which analyzes and makes recommendations on all aspects of the state's employee benefits program. Our health insurance program is a major component of this report.

I have asked the SPB to hold public hearings and report their findings to me. I then plan to prepare an omnibus legislative proposal for presentation early next year. This proposal will be structured so as to approach employee salaries and benefits in what is known as a "total equivalent compensation" (TEC) concept.

It is not possible to predict at this time just how the cost or coverage of our health insurance plans will fare under this TEC approach. I am aware, however, that this is an important benefit of major concern to our state employees.

Ronald Reagan
Governor



The S-2 drops--Evaluation of the drop characteristics of the S-2 recently at Ryan Airfield near Hemet, included drops at several heights. Here the S-2 makes a drop at an altitude of about 60 feet. The white markers on the field are really plastic containers mounted on posts, which catch the retardant and thus permit the charting of the drop distribution.

State informed

Tax laws have been ignored

By Jerry Lux

Management Services

The state was recently informed that it has been ignoring a federal law. This law requires, under certain conditions, that employees pay federal income and OASDI taxes on reimbursement payments made to or on behalf of employees for moving and relocation expenses. This law has been in existence since December 1969 and was recently brought to the attention of the Accounting Office with the issuance of Section 8572.1 of the State Administrative Manual. As stated in this section of the manual, payments which are subject to tax include payments or reimbursements to employees for relocation allowances, moving household effects, and miscellaneous expenses as allowed by Board of Control Rules 735-737, respectively.

Generally employees will be required to pay taxes on moving expense reimbursements where the employee is relocated less than 50 (plus his present commuting distance) miles from his prior residence. However, irrespective of the mileage condition employees will be required to pay taxes on all reimbursements allowed for miscellaneous expense.

Approximately one half of all moving claims received claim reimbursement for miscellaneous expenses and therefore most employees should expect minor deductions from their regular salary warrants.

In addition to federal income and OASDI taxes, employees will also be liable for state income tax. The application of all these taxes to payments to, or on behalf of, employees and the resulting deductions may have a substantial financial effect.

The Accounting Office has been attempting to find a convenient method of deducting these taxes without creating an extra burden on the employee. It has been decided that the best method of deducting these taxes is to deduct them from employees' future salary warrants. This way employees will receive their entire relocation allowances when they need it the most, and taxes can be deducted in accordance with current tax information on file with the controller.

Deferred pay. . .

From page 3

retirement or separation in addition to your regular retirement and Social Security benefits.

Briefly, this is how the plan will work.

You may elect to have your taxable income reduced by the amount you wish to invest in the Deferred Compensation Plan. There is a minimum investment of \$25 per month. This reduction will not change the contributions you and the state make to the retirement system and Social Security. It will, however, reduce your withholding tax and your income tax liability for the year in which the income was earned.

This deferred compensation money will be withheld from your pay and will be invested by the state. Interest, dividends, or capital gains will not be taxable until you receive your share of these investments upon retirement or separation.

When you retire from state service, the net value of your contributions, interest earnings and capital gains will be paid to you in periodic installments. These payments will be subject to income tax, but probably at a rate substantially lower than during your working years.

Should you separate from state service prior to retirement, your contributions and their earnings will be returned in total.

Because of the tax implications of AB 2186, it was necessary for the state to develop its Deferred Compensation Plan and obtain the approval of the Internal Revenue Service before the plan could go into effect. This has now been done.

During the next few months, detailed information will be furnished to all state employees who are interested in taking part in this voluntary program. Income deferral agreements for the 1974 calendar year will be available before the end of 1973.

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